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Research Papers

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## **“Socio-Economic Conditions of Displaced Power-Loom Workers” -A Case Study**

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### **Abstract**

*The Indian textile industry has a significant presence in the economy as well as in the international textile economy. Its contribution to the Indian economy is manifested in terms of its contribution to the industrial production, employment generation and foreign exchange earnings. It contributes twenty percent of industrial production, nine percent of excise collections, eighteen percent of employment in the industrial sector, nearly twenty percent to the country's total export earning and four percent to the Gross Domestic Product.*

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### **Introduction-**

The textile industry of ancient and medieval India showed a fatal weakness. While the spinners and weavers attained the summit of specialization in their craft. They never organized themselves into corporate bodies like the guilds of Europe. In urban areas the position was however somewhat different. The men engaged in cloth production worked in companies or workshops, especially in the capitals of kings and governors. Maharashtra is the richest state in India, contributing to fifteen percent of the country's industrial output and nearly thirteen percent its GDP in 2005-06. The textile industry in Mumbai flourished till the early 1980, after that a combination of strikes and growing pressure from other cities with lower outlay structure deemed the industry unviable and slowly the mills started closing. Mumbai still has 58 mills, 32 out of which belong to private owners, while the rest have been taken over by the State.

Majority of textile industry are located in Solapur, Kolhapur and Sangli district. Bhiwandi, Vita, Ichalkarnji, Tradal, Khot Wadi, Kurundwad, and Kagal these are the major area where the textile industry located. The textile industry consists of Spinning Mills, Sizing Factories, Power looms and Auto Looms and Processing Factories. All these units are dependable to each other. Now a day the textile industry is facing various problems e.g.

- Instability in textile industry
- Changing government policy
- Cut-off electricity power
- Changes in the prices of YARNS
- No suitable rate to the Cloths
- Displacement of textile workers in power looms factories
- **Unskilled workers.**

There are more displacement of textile workers in Power loom factory than in Sizing factory and Processing factories. Power looms workers are getting wages on piece rate system, they have not

getting any facilities. So that many workers have migrated from one place to another place. The difficulties in textile industry have affected the workers' wages, standard of living and employment due to atomization. The workers were facing financial, health, housing, social, educational and employment problems. To overcome to these problems many workers shifted to their native places. It is in this context the study attempts to examine the socio-economic conditions of power looms workers during and after displacement.

#### Objectives-

Following are the main objectives of the research work-

- To attempted to find out total number of displaced power loom workers.
- To review past and present conditions of textile industry.
- To attempts to know family problems of displaced loom workers.
- To attempts socio-economic analysis of power loom workers.
- To ascertain the present conditions of power loom workers.

The researcher proposes to select appropriate sample of textile power loom workers for detailed investigation by following stratified sampling method. The study is restricted to only selected power looms factories and workers.

#### Methodology and Analysis of Data-

In conformity with the nature, significance and objective of the study, the researcher has adopted following sources for collecting data.

#### 1.The Theoretical Study:-

The theoretical study is used to collect various data from different secondary sources such as various textile periodicals, journals, textile newspaper, reference books magazines office records, business and industry publication, books, journals statistical reports, office records, observations, discussions etc.

#### 2.The Empirical study:-

It has been conducted to study the actual procedure adopted and implemented while passing the benefits of the policy to actual beneficiaries i.e. employee. The data required for study would be composed in the form of questionnaire schedules. The empirical study is relied on questionnaires for the employees of organizations. Tabulation, graphic presentations are the tools used for analysis of data on various aspects.

#### 3. Personal Interview:-

I have personally contacted the employees and interviewed them with the help of a structured questionnaire.

#### 4. Selection of Sample:-

The samples from confirmed employees were selected form the organization. 200 employees from various units considered for study from various textile Power loom factories.

The standard tools and techniques were used for the analysis of data. Data analyzed with the help tabular analysis, simple average, accounting analysis, and break even analysis.

#### Conclusions-

It is the study of selected samples of textile workers in industrial estate. It can be concluded overall about textile industries workers that-

- Nearly, 65% power loom workers are migrated.
- The main causes of migration are for searching employment.
- The most of people of other state are migrated in Maharashtra State.
- The workers facing the problems during before, after employment and during displacement time.
- The uneducated peoples are getting employment in textile units.
- The nature of the work in textile units is temporary.
- The textile units adopted piece wages system.
- The textile workers are separated from management.
- There are always conflict between owner and workers.
- The high electricity charges to textile units.
- It is observed that middle age employees ranging 25-50 years of the age groups are to the extent of 92%.
- About 74% of the employee members have their family size maximum up to 4 persons.
- All the selected sample of employees' is working since joining and 62% shifted to or from other units.
- Nearly, 78% the selected sample of employees is illiterate.
- The dominant role is played by male employee covering 78.00%.
- About 82% of sample employees are from other than general categories.
- Only 8% of the selected sample of employees is having residential accommodations of their own.
- More than 46% of employees belong

locally having their residential accommodations in the vicinity of company.

- More than 76% employees are having income up to Rs.100000/- and the remaining 24% are grouped in the above Rs. 1000000/-.

- About 14% of employees are having work experience between 10 to 20 years whereas 36% of employees having experience between 5 to 10 years.

- Nearly, 78% of the employees wanted some change and improvement since their portfolio remains unchanged for long time creating monotonous feeling.

- Only 6% of employees are satisfied with present policy of manpower planning and recruitment.

- On analysis, it is observed that about 80% chunk of the employees expressed a need of some improvement in the existing system.

- Majority 79% employees need something extra over and above the normal and regular inputs given during such types of programmes.

- About 96% of the employees has unsatisfactory feeling about the compensation policy and have rated it as excellent whereas remaining 4% employees have more expectations may be because of their nature of work.

- About 94% of the employees feel necessity for improvement in policy especially to take care and cover heavy expenses in some of the treatments like heart, brain etc.

- All the selected sample of employees feel that shift timing, holidays, and leave policy are inadequate.

- Majority chunk of 76% employees are unsatisfied with the present safety policy

- Almost 88% of the employees have not cordial relation with their supervisors.

- It is observed that about 92% of the employees inclined unfavorably towards these welfare activities and rated them as excellent.

- Only 5% of the employees are sure about their job security and therefore, rated job security as excellent.

- The various human resource activities i.e. Safety Recognitions News Letter Sense of belongingness Attendance Quality system Performance award scheme run by the organization unsatisfied to all chunk (100%) of the employees.

- None of the employees feel that there are further opportunities for them in the organization for their personal achievement also.

- None of the employees feel good about the

fairness treatment given in the organization and rated as excellent.